



## **Gender Equality (GE) and Women's Empowerment (WE) Policy**

**Bangladesh Mahila Parishad (BMP)**

October 2017

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### **1. Introduction:**

Since its inception in 1970, **Bangladesh Mahila Parishad (BMP)** has been involved in a struggle for emancipation of women from all sorts of discrimination. BMP has emerged with a larger political vision demonstrated in its commitment to establish a just society based on secular thinking, Bengali nationalism, democracy and equality between women and men.

BMP as a leading women's organization started its journey under the leadership of late poet Sufia Kamal to establish the women's human rights in Bangladesh. Over the last forty years and more, the organization has achieved remarkable success in promoting the causes of women in Bangladesh at public and private levels.

Being a women agency, BMP has engaged in multidimensional and multifarious programs and activities through maintaining its non-partisan and non-profit character in all endeavors as envisages in its constitution. Gradually, BMP has developed as a unique and great platform for social movement and mobilization for promoting and protecting rights of women upholding the glorious spirit of liberation war in 1971 in Bangladesh.

As an advocate of social change, BMP has performed strong role in thriving gender equality agenda across the country in order to promoting women's human rights. Over the last forty years, BMP has successfully elevated its status to a reliable, non-communal, non-partisan and goal oriented women rights organization-both nationally and internationally.

BMP has historically addressed issues related to women's equality through its manifold activism running by the organization. Throughout the journey towards achieving women's emancipation, it has created a unique example of balancing between voluntarism and professionalism.

In order to addressing the growing demand and new challenges for gender issues in a more systematic way, BMP formulated its first Gender Equality and Women's Empowerment policy in 2013. As such a well-designed and customized gender Policy and an action plan (2013-2016) was developed to implement the policy as well. Since the policy was developed in 2013, the national and global level policy environment has been changed significantly, which required a new GE strategy to develop aligning with these national and global policy changes.

Therefore, BMP developed the revised GE and WE policy in October 2017.

**1.1: Core Principles of BMP:** These principles include: (i) Constitution of Bangladesh (ii) Participatory approach

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(iii)Voluntarism (iv) Non-partisan Approach (v) Dynamism and inclusiveness (vi) Transparency (vii) Commitment (viii) Equality and Equity (ix) Networking and (x) Sustainability.

**1.2: Vision:** Establish non-communal, democratic, equity- based society and state.

**1.3: Overall Goal:** Women’s Emancipation through Empowerment.

**1.3.1: Specific Goals of BMP:**

- Emancipation of women from discrimination, deprivation, exploitation and backwardness and subjugation;
- Establishment of gender equality in family, society and state;
- Establishment of secular democratic society based on good governance.

**1.3.2: Objectives:**

- Promote equity -based gender sensitized family, society and state
- Promote peace and democracy
- Promote diversity, social integrity for a sustainable society
- Protect and promote women’s human rights
- Resist and prevent violence against women
- Promote activism targeted towards eliminating gender discrimination
- Promote judicial activism for gender justice
- Encourage women’s participation in the political process for leadership
- Enhance economic empowerment of women for poverty reduction
- Ensure tangible participation of women in the development process
- Flourish and encourage women’s potential to participate in the development process as citizen of Bangladesh
- Eliminate obstacles to women’s development and empowerment

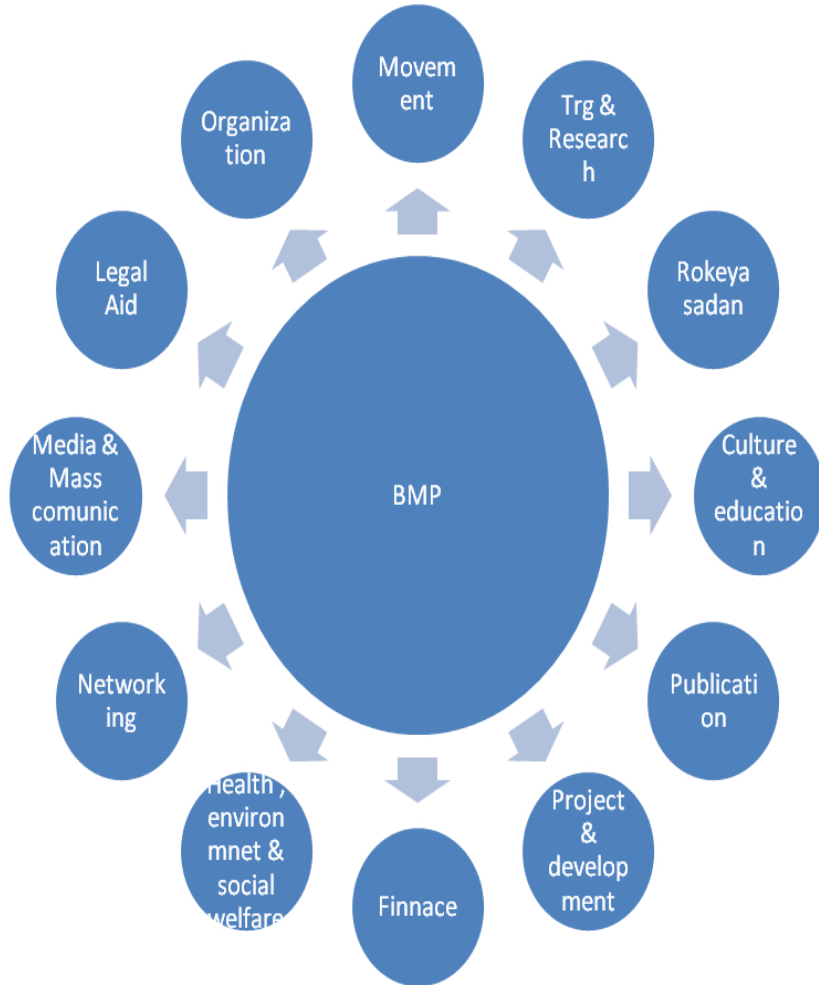
**1.3.3: Strategies:**

The strategies are developed to achieve the objectives of BMP in order to contribute in the national and global policies, and strategies including perspective plan,7<sup>th</sup> 5YP and SDGs. Keeping in center the SDG-5 for achieving gender equality and women’s Empowerment, and leaving no one behind, the strategies are envisaged to achieve a planet 50:50 by 2030.

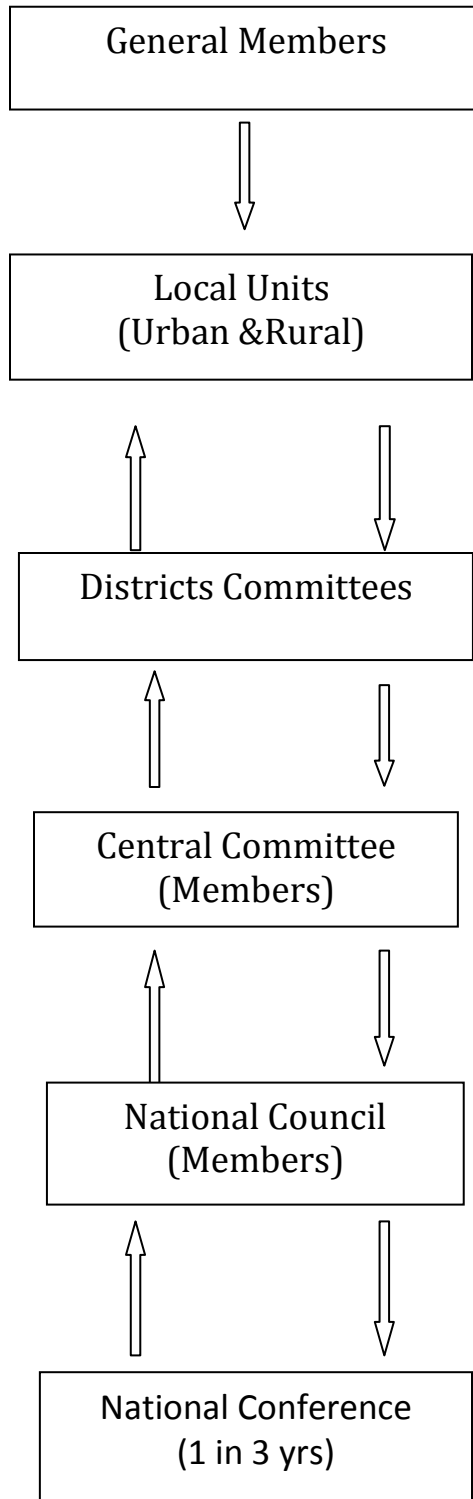
- Establish a strong women’s movement to fight against all sorts of discrimination against women through raising awareness and organizing womenfolk across the country.
  - Enable socio-economic and political environment for women’s empowerment through advocating for women’s human rights issues
  - Build up a strong movement against VAW and girls through mobilizing women from all sectors
  - Ensure women’s human rights in the light of UN Universal Human Rights Declaration, CEDAW and constitution of Bangladesh 1972
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- Build up capacity of the organization and increasing network at national and international level.
  - Strengthen and enhance the organizational capacity and institutionalize the Gender Equality (GE) principles into the organizational system of BMP
  - Build up movement for the enactment and implementation of gender sensitive laws for preventing VAW
  - Build up network with national, international and regional women's and human rights organizations to exchange views, learn through good practices and build greater solidarity
  - Ensure sustainability of BMP as leading women's organization for both the technical and financial capability
  - Strengthening women's leadership across levels and sectors, through strong, diverse and inter-generational women's movements.
  - Expand the participation of marginalized groups of women, including indigenous women, women migrant workers, and other groups excluded by ethnicity, caste, class, religion or disability.
  
  - Build up women's movement for establishing transparency, accountability, secular and democratic system, and good governance
  - Contributing in achieving SDGs-5 following the principle of leaving no one behind by 2030.
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### 1.3.4: BMP's Operational Modalities



### 1.3.5: Structure and Management of BMP



## **2. GE and WE Policy context as the basis of BMP's strategic intervention towards Gender Equality:**

### **2.1 Situation of Women:**

The women of Bangladesh contribute considerably to the national economy. The 2016 Gender Inequality Index<sup>1</sup> ranked Bangladesh at 72 out of 144 countries in the world . This is both an indication of progress, as it ranks above many middle-income countries, and a sign of the continuing challenges in promoting gender equality. Indicative of these challenges is the lack of women in leadership positions across sectors and levels. Women hold 20% of seats in Parliament (short of the MDG target of 30% and the government goal of 33) and are even less represented in the private sector.

There is also a gender gap in labour force participation and wages. 39% of women participate in the labour market (excluding most agricultural work) compared to 84.3% of men. Women in waged labour earn an estimated 52% of what men earn. Even in the garment sector, where women make up 80% of the work force, women earn, on average, 65% of what men earn and are the most affected by poor safety standards and systems.<sup>2</sup>

Discrimination against women and girls is widespread in all spheres and at all levels, as indicated by official statistics on health, nutrition, education, employment, and political participation. The Constitution of Bangladesh guarantees equal rights to all citizens, but in family matters such as marriage, divorce, custody, maintenance, and inheritance, women are not equal.

### **2.2 National and International policy instruments:**

The Bangladesh Government first took the initiative to formulate a National Women Development Policy (NWDP) in 1997 following the Fourth World Conference on Women which approved the Beijing Platform for Action (BPfA) in 1995 where equality, peace and development were emphasized. The current Women Development Policy was approved in 2011 and a National Action Plan has been formulated in consultation with relevant Ministries and the Civil Society. The Policy seeks to ensure women empowerment, equal rights and opportunities and demonstrates the commitment of the Bangladesh Government to women's empowerment and gender equality. The NWDP outlines the various sectors where women should be given due consideration to ensure their rights in both public and private domains, e.g. in employment, livelihoods, health, education, political participation as well as in mitigation of trafficking, violence against women, etc.

Bangladesh acceded to CEDAW in 1984 but continues to have reservations on articles 2 and 16(1) c. The country was internationally recognized for strong achievements on the

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<sup>1</sup> <http://reports.weforum.org/global-gender-gap-report-2016/rankings/>

<sup>2</sup> 90% Stitched Up: Action Aid, 2010

MDGs, including on girls' education and maternal health. The Government aligned their 7th 5-year development plan to the SDGs, and the plan includes many gender equality results. The National Women's Development Policy 2011, and linked National Action Plan, provide a strong base for government action to promote gender equality. The 7th 5-year plan integrates gender equality issues across a number of sectors, and some of the newer sectoral policies address gender issues effectively.

The Ministry of Finance of Bangladesh has been driving the Gender Responsive Budgeting (GRB) agenda as part of the MTBF process which began in FY 2006 with four Ministries and now covers all the ministries.

On 25 September 2015, the 17 sustainable development goals (SDGs) of the 2030 Agenda for Sustainable Development were adopted by world leaders at the United Nations General Assembly. The Sustainable Development Goals<sup>3</sup> seek to change the course of the 21st century, addressing key challenges such as poverty, inequality, and violence against women and girls. *Women's empowerment is a pre-condition for this.* Therefore, achieving gender equality and women's empowerment is a stand-alone goal—Goal 5—of the SDGs. It is also part of all the other goals, with many targets specifically recognizing women's equality and empowerment as both the objective, and as part of the solution.

Government of Bangladesh developed the 7th Five Year Plan (2016-2020)<sup>4</sup> with an aim to develop strategies, policies and institutes to accelerate inclusive growth and empowering citizens as well as reduce poverty. The gender vision of the 7<sup>th</sup> Five Year Plan is that of establishing “a country where men and women will have equal opportunities and rights and women will be recognized as equal contributors in economic, social and political development”. Gender equality and women's empowerment agenda for the 7<sup>th</sup> FYP is to enhance women's capabilities and access to resources and opportunities and also address the control over resources, decision making, reducing the barriers in structures and institutions and aim at changing social norms and protecting their rights at all sphere of life.

Child Marriage Restraint Act 2017 was passed on February 2017 by the National Parliament. The act has a provision of “special circumstances” which will now technically make child marriages legal. The new rule keeps the minimum marriageable age for females at 18 but relaxes the restriction for “special circumstances”, including for girls who elope, are raped or bear children out of wedlock. According to the new law, marriages involving underage brides or grooms will not be considered an offence if they take place with the consent of the court and the guardians in “special contexts” serving the “best interest” of the underage female.

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<sup>3</sup> <http://www.unwomen.org/en/news/in-focus/women-and-the-sdgs/sdg-5-gender-equality>

<sup>4</sup> <http://www.plancomm.gov.bd/7th-five-year-plan>

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BMP has played significant role in the engendering process of national policies, plan and keep on doing strong advocacy for the proper implementation of policies and legislations for gender equality. Despite its enormous contribution at national level, BMP also added momentum in the international forum through flawless advocacy and participation in the Commission on the Status of Women (CSW), Convention on the Elimination of All forms of Discrimination against Women (CEDAW) and Beijing Platform of Action etc.

### **3. Purpose and Scope of the Policy:**

- BMP's mission can only be achieved if women and men are equal in terms of opportunities, access to and control over resources and services, participation in decisions and getting benefits
- This document sets out a framework for continued mainstreaming of gender in BMP's policies, operational processes and programmes at all levels.
- It identifies priority actions to create an enabling environment to promote gender equality and empowerment of women with a view to increasing the effectiveness and sustainability of its programmes and projects.
- A time bound action plan with realistic, measurable and achievable targets will be developed providing details of the institutional measures to support gender mainstreaming, including resource requirements.

### **4. Rationale for the Policy on Gender Equality and Women's Empowerment**

The Gender Policy will reinforce BMP's position as a women agency in promoting Gender Equality and Women's Empowerment in Bangladeshi society. It builds on BMP's experience and achievements in long women's movement and in the broader National and International Policy arena, in promoting gender equality and women's empowerment. It will guide BMP in systematically expanding and scaling up successful approaches and meeting the new challenges facing by Bangladeshi women and men towards achieving gender equality.

The policy also responded to the recommendations of the Development Partners' evaluation and review on the performance of implementation of projects.

Thus, the policy seeks to:

- Provide clear objectives, comprehensive policy guidance – including a results framework and implementation plan –and a focus on outcomes (rather than processes) related to gender equality and women empowerment for Establishment of gender equality in family, society and state.
  - Increase the capacity of BMP's leadership, Management and staff to engage in, and be accountable for, the principles and practice of gender equality within the organization and in every stage of operation of BMP's program and projects;
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- Deepen the impact of BMP's movement oriented approach through the systematic consideration of gender issues at all stages of the country, program and project cycle, bridging the gaps between volunteerism and professionalism.
- Improve systems for more effective learning and monitoring, both to serve Management decision-making for consolidating results of advocacy and policy dialogue.

## **5. Gender Equality Principles:**

The following principles will guide the GE and WE Policy as a Framework in order to integrate into all the strategies of BMP:

**Gender Equality:** It simply implies that the equal opportunity to reach their full potential as human being in the development process should be equally accorded to both women and men. It refers to women and men having the equal rights, resources and voice.

**Gender Equity:** It is the process of being fair to women and men. It calls for those who are in disadvantaged positions to have a fair share of the benefits of development as well as the substantive responsibilities in society. This means giving to those who have less on the basis of needs, and introducing special measures and interventions to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Sometime this special measure termed as affirmative action or positive discrimination as well.

### **Equity leads to equality.**

**Social inclusion:** Women and men are not homogeneous groups and so the interconnection between gender and other patterns of social division/identity such as race, ethnic origin, disability, culture, age, marital status, family status, social class etc., need to be considered during any intervention. It should be analyzed how these interconnections and their relational nature are impacted by policies/programs/legislation and ensures that outcomes will subsequently be reflective of these differences to ensure equality for all population groups.

**Gender mainstreaming:** Gender Mainstreaming is a strategy to integrate women's and men's concerns and experiences in the design, implementation, monitoring and evaluation of policies, programmes, and projects in all political, economic, and social spheres so that women and men have equal access and control over resources and benefit equally.

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## **6. Goal and objectives of the GE and WE Policy:**

**6.1: Goal:** Establish Bangladesh Mahila Parishad (BMP) as a center of excellence towards gender equality.

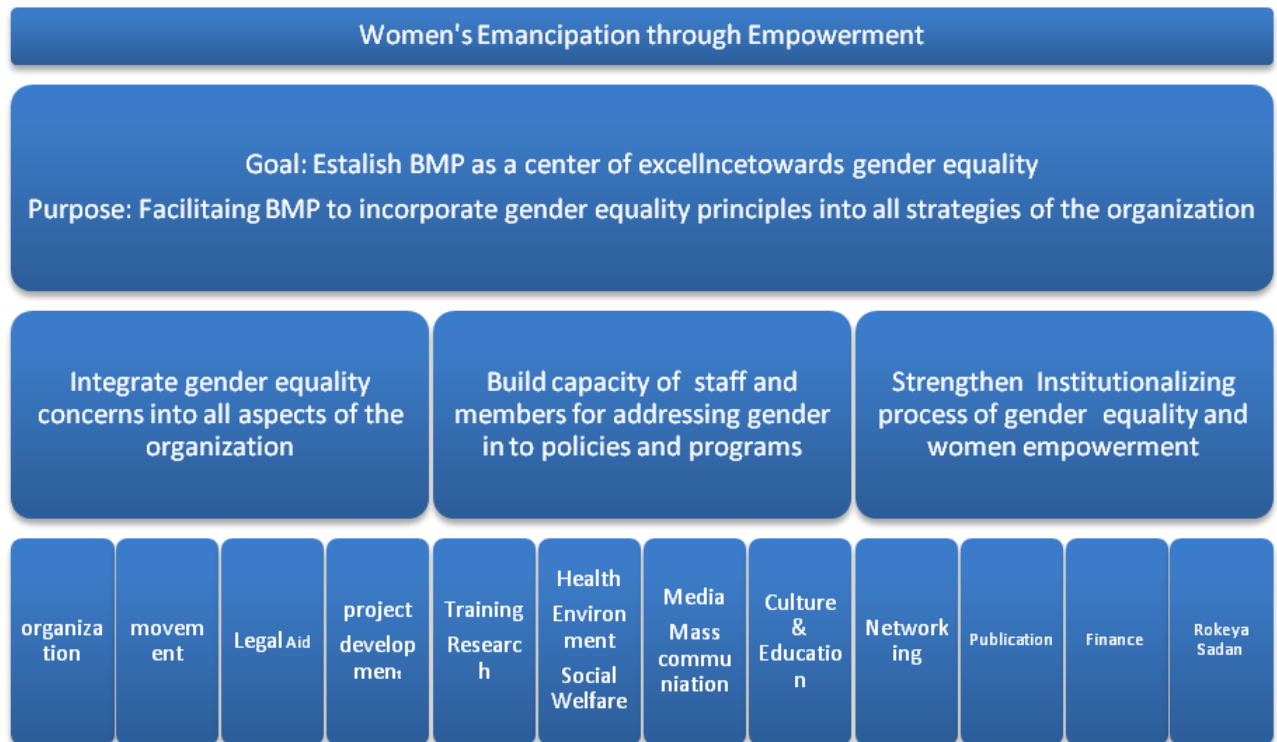
**6.2: Purpose:** Facilitate BMP to incorporate gender equality principles into all strategies of the organization.

### **6.3: Specific objectives:**

The policy will provide overall guidance to BMP to

- Enforce the BMP's strategies to fulfilling it's objectives
  - Integrate gender equality concerns into all aspects of the organization
  - Build capacity of staff and members for addressing gender equality concerns into policies and programs
  - Institutionalize gender equality and women empowerment principles into the organization
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## 7. Elements of the GE and WE Policy



### 7.1: Strategic objective-1: Integrate gender equality concern into all aspects of the organization

Being a mass women's rights organization, BMP will take appropriate measures to integrate gender equality concerns in to every aspect of the organization in effective manner. However, it is very challenging for women's rights focused organization like BMP to integrate gender equality principles adequately. BMP will undertake an in-depth gender based analysis of the organization to identify actual needs in order to make gender responsive programmes and projects towards achieving the goal of the organization. Guidelines and tools will be developed for engendering planning and monitoring process of the organization. The sex disaggregated data (age, ethnicity, excluded groups) will be collected and reflected in the reports, research findings and publications in effective manner. The national and international policy commitments on gender equality remain priority and reflected in the organizational agenda, indicator and outcomes adequately. Over the 4 decades of vast experience on women's movement in Bangladesh, BMP should consolidate its experience and achievement earned so far. Based on its glorious contribution in the process of empowerment of women, gender equality principles should be integrated in the planning, budgeting and monitoring cycle of the organization. Taken into account, the equity and diversity aspect, BMP will rearrange the action areas including organization, movement, legal aid and other

relevant intervention with a major focus on the national and international policy commitments on gender equality. The SDGs agenda, particularly Goal-5 will be the key consideration for the new programmes/projects would be undertaken by BMP in future

### **7.2: Strategic objective-2: Build capacity of staff and members for addressing gender in to policies and programs.**

BMP has inbuilt capacity building process for its staff and members through various formal and informal ways of interaction, exchange views and networking. Apart from, BMP offer month long certificate course on gender and development for outsiders. The BMP staff also participated in the course if required. Despite all efforts, the capacity building process will intensify to address gender equality issues in effective manner. BMP will take necessary measures to strengthen GE and GM capacity of staff and members at all level of the organization and to sustain it within the system of the organization. The comprehensive awareness building on gender equality policy will be undertaken to develop common understanding among the staff and members across the country. The following activities will be carried out to increase the capacity of staff and members in order to ensure the effective implementation of GE and WE policy of BMP. These would be organizing customized ToT on Gender and contemporary policy issues for the potential leaders of different committees. Consequently, a group of competent women leaders will be developed among the BMP members who would perform lead role in the societal change towards gender equality.

### **7.3: Strategic objective-3: Strengthen Institutionalizing process of gender equality and women empowerment**

Institutionalizing of output is vital for sustainability of development intervention. More than 4 decades of glorious existence and effective contribution in the empowerment of women in Bangladesh, BMP proved itself as a pioneer and leading agency for that. Through implementation of the GE and WE policy, BMP will act as a catalyst of advocacy, partnership and knowledge management. BMP will consolidate its unique experiences of women's movement to rearticulated **"Her story"** of struggle and win over odds of gender discrimination against women. A set of activities will be carried out to institutionalize the result achieved and replicated with other likeminded organizations and institutions. An advocacy and communication strategy will develop to disseminate information through media, publications, networks and committees across the country.

## **8. Operational approaches of the Policy:**

Within the organization and in the programmes, projects, community and networking at national and international level it supports, BMP will:

- Address gender equality and equity as a central theme, including in its policies including recruiting, human resource development and finance policies.
- Take into account differences that exist among women – age, ethnicity, socio-economic category –and the dynamics in gender roles and relations;
- Use gender analysis to understand the different roles, interests and priorities of women and men, and tailor policies, projects and programmes accordingly;
- Keep continuing the Implementation of women-focused activities with new dimension to address existing imbalances in every sphere of life;
- Make focused efforts to prioritize the issues to get more concrete results toward gender equality; such as EVAW and Women’s political empowerment
- Consolidate the results achieved through implementation of its programme/projects and replicate with other likeminded organizations for promoting good practices.
- Apply continuous learning and analysis based on more than 4 decades experiences to develop more effective approaches and to generate information for evidence-based advocacy and policy dialogue.

## **9. Major Policy Guidelines to meet up the objective of the policy:**

### **Organization level:**

- **Governance (national council and governing body)**
  - **Recruitment and placement**
  - **Work life balance and workplace safety**
  - **Staff and Human resource development**
  - **Staff promotion and transfer**
  - **Leave**
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- **Gender responsive performance appraisal/ACR**
- **Compensation package/ Allowances/other facilities**
- **Transport facilities**
- **Child Care/ Flexible timing for lactating mothers**
- **Staff members counseling**
- **Workplace harassment / Gender friendly workplace**
- **Gender responsive monitoring and evaluation**
- **Partnership and networking**
- **Research and study**

### **9.1: Governance**

- In the Governing Body of BMP there should be representation of women from irrespective of geographical areas (urban, rural, hard to reach, hill tracts), class, and ethnicity. (according to social inclusion principle)
- The Governing Body will be responsible to oversee organizational gender issues. A Gender Audit will be undertaken under the leadership of the committee.
- It should be mandatory to incorporate gender perspective into operations and at all stages of a project cycle.

#### **9.1.1: Management position:**

- Encourage and create scope to bring gender sensitive women (considering social inclusion principle) and men at every level of management.

### **9.2: Recruitment and placement:**

- Using flexible terms and conditions for recruiting women from disadvantaged group.
  - For staff recruitment BMP should focus in the advertisement: “BMP is an equal opportunity employer. Socially excluded and marginalized people are highly encouraged to apply.” or male candidates with positive mindset and attitude towards gender equality are also particularly encouraged to apply.”
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- Recruitment advertisements should be formulated in a way to also encouraging men to apply.
- Recruitment Board will be constituted including both women and men.

### **9.3: Workload and work place safety:**

- Same workload will be applicable for both male and female staff.
- Nature of job description /specification will be similar for the same position of the male and female staff.
- Workload will be reduced/ redefined for female staff to addressing their special needs (such as pregnancy and menstruation).
- For lactating mothers flexible office timing could be arranged
- Work place safety will be taken care of by the organization in every respect for both female and male staff.

### **9.4: Staff and human resource development:**

- Equal opportunity for career development for male and female staff with special provision and equity measures for the women.
- Facilitate dialogue among staff and members of BMP in every District Office on gender related issues through workshops and seminars.
- Introduce a Gender Audit Committee (GAC) to address the special needs/problems of women staff in BMP.
- Organize gender training/workshops for the Staff & Members Special training could be organized on gender responsive monitoring & evaluation (M&E), gender analysis etc. for them.

### **9.5: Staff promotion and transfer:**

- Preference will be given to a woman staff, if found competent, to promote in the next higher position.
- Transfer is applicable for both male and female staff. However, practical needs of women staff will be considered while transferring them.
- Organizational staff will be given privilege to apply for the higher position, while a new recruitment will be made.

### **9.6: Leave:**

- All staff will have equal access to general leave and benefits. However, the women staff will get maternity leave (180 days) and male staff will get paternity leave (10 days).
- Breast feeding: female staff will have one hour leave from her office duty during the first year of childbearing period. This facility will be applicable up to two children.

### **9.7: Gender responsive performance appraisal/ACR:**

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- Incorporate gender sensitivity as one of the components of staff performance evaluation/ACR.

#### **9.8: Allowance/other facilities:**

- All staff will have same level of salary structure at the same grade.
- Provision of getting allowance/honorarium (conducting training session, during field visit) will be introduced for the Staff and Members of BMP as well.
- The Secretaries of BMP who are providing voluntary services need to be provided with some facilities in the office – a corner to seat, cabinet to keep their personal belongings and official documents and some lump sum allowances for bearing their daily transport cost to come to the office or attending some official programmes in and outside Dhaka.

#### **9.9: Transport facilities:**

- BMP will provide with transport facilities for both women and men Staff/Members of the Organization while visiting field/ working area/attending official programmes.

#### **9.10: Child care/flexible timing for lactating mothers:**

- Establish a Child-care Center for the children of the Staff/Members at Central Office of BMP.
- Flexible timing provision will be applicable for lactating mothers to take care of their newborn baby.

#### **9.11: Staff/members counseling:**

- Encourage an open and participatory environment.
  - BMP might include in the job description “encouraging women or men to report issues that they think may affect their safety and health at work; ensure that service users receive the necessary support, both socially and emotionally, in a way that is culturally and ethnically sensitive, and reflects the service users needs in relation to their age, gender, sexuality, social class, disability or religious belief.
  - Women and men’s voice irrespective of position will be given equal importance in meeting and decision-making process.
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### **9.12: Workplace harassment /gender friendly workplace**

- Ensure an environment, free from sexual harassment (which includes physical, verbal and non-verbal)
- BMP will maintain a strictly defined principle to deal with the cases of sexual harassment. (0 tolerance to any sorts of sexual harassment and VAW incident if happened inside the organization)
- To make good balance between work and life, BMP staff/ members will encourage maintaining office time and enjoying all holidays of which they are entitled. (being a voluntary mass organization, without compromising with their responsive nature to social cause)

### **9.13: Gender responsive monitoring and evaluation**

- Gender responsive indicators will be developed and integrated for engendering monitoring and evaluation of the programmes /projects.

### **9.14: Partnerships:**

BMP will continue to strengthen partnerships at all levels, Government, international, regional and local organizations, and communities to mobilize complementary resources and sharing expertise.

### **9.14: Research and Study:**

BMP will collaborate with research/academic institutions on research and study to improve its policies and programmes and assessing the impacts of its activities.

## **10: Programs and stakeholders level:**

The gender equality and women empowerment policy principles will be the key to consider any programme/projects/intervention undertaken by the BMP. Gender equality concerns will be integrated at all level of planning, implementation and monitoring. The major guideline to integrate GE concern into programmes and stakeholders level is explicitly narrated in the strategic objectives (1-3) level and which is specifically outlined in the action plan attached herewith for implementation.

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## ANNEX: 1

### GENDER GLOSSARY

#### **Sex and Gender**

**Sex** refers to the biological characteristics that define human as female and male. It refers physical attributes pertaining to a person's body contours, features, hormones, genes, chromosomes and reproductive organs. Sex differences between females and males are natural and remain the same regardless of time and place. Such as females have the physical attributes (e.g. reproductive system) that enable them to conceive and give birth to children.

**Gender** refers to attitudes, roles, behaviours and values assigned by culture and society to women and men. These roles, attitudes, behaviours and values, which are culturally and socially determined, define the behaviour of women and men and the relationship between them. Gender differences between women and men vary over time and between places.

**Gender-based analysis (GBA)** is a part of the gender mainstreaming approach. It is a strategic process for gender equality to assist in systematically integrating gender considerations into policy, program, legislative, planning, evaluation and decision-making processes.

Women and men are not homogeneous groups and so GBA takes into account the **interconnection between gender and other patterns of social division/identity** such as race, ethnic origin, disability, etc., analyzes how these interconnections and their relational nature are impacted by policies/programs/legislation and ensures that outcomes will subsequently be reflective of these differences to ensure equality for all population groups.

GBA ensures that policies are thus developed and implemented in a manner that achieves equality of outcomes for both men and women, in social and economic terms, in all social identity groups. Applying GBA makes it possible for policy to be undertaken with an appreciation of the relational nature, not just between women and men, but between women and men including their diverse social divisions/identities. GBA is a transformative process.

**Empowerment** refers to the process of increasing the opportunity of people to take control of their own lives. It is about people living according to their own values and being able to express preferences, make choices and influence – both individually and collectively – the decisions that affect their lives. Empowerment of women includes developing self-reliance, gaining skills or having their own skills and knowledge recognized, and increasing their power to make decisions and have their voices heard, and to negotiate and challenge societal norms and customs.

**Gender and Diversity** As an organizational concept means an approach that embraces diversity in gender, age, nationality, culture, beliefs, attitudes, language and social circumstances.

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## Action Plan July 2016- June 2021

| Strategic objectives  | outputs / Indicators   | Activities   | Responsibility                                     | Timeframe (short term, medium term and long term )        |
|---|--|--|--|---|
| 1.Integrate gender equality concerns into all aspects of the organization               | <ul style="list-style-type: none"> <li>• Gender equality principles are integrated at planning, budgeting and monitoring level of all programmes/ projects of the organization</li> <li>• M&amp; E and Reporting system improved</li> </ul> <p>Indicator: no. of GE assessment reports/ tools produced</p>   | <ul style="list-style-type: none"> <li>✓ Conduct gender equality analysis/ assessment of the organization</li> <li>✓ Guideline/tools developed as necessary for designing and monitoring</li> <li>✓ Ensure national and international key policies remain priorities in the organizational agenda and are reflected in outcomes and indicators</li> <li>✓ All data are sex-disaggregated (age, ethnicity) where appropriate</li> </ul> | Relevant programme/ operation's official /members  | <p>-short term,</p> <p>-medium term</p> <p>-long term</p> |
| 2.Build capacity of staff and members for addressing gender in to policies and programs | <ul style="list-style-type: none"> <li>• Capacity of staff /members / institution to address gender equality enhanced.</li> <li>• Understanding of practical implications of gender and social inclusion issues among the members/staff at all level developed</li> <li>• Knowledge and understanding of network members strengthened to address gender issues</li> </ul> <p><b>Indicator:</b> no. of staff/members received training on GE<br/>-no. of sub national committee members focusing on the disadvantaged women leaders received training on GE and relevant topics</p> | <ul style="list-style-type: none"> <li>✓ Conduct awareness-raising and training workshops</li> <li>✓ Disseminate policy briefs and case studies</li> <li>✓ Conduct national and sub-national training of trainers for potential committee members</li> <li>✓ Identify and provide mentoring support to potential leaders from the countrywide</li> </ul>   | Relevant programme/ operation's officials /members | <p>-short term,</p> <p>-medium term</p> <p>-long term</p> |

| Strategic objectives  | outputs / Indicators  | Activities  | Responsibility   | Timeframe (short term, medium term and long term )        |
|---|---|---|--|---|
| <p>3.Strengthen Institutionalizing process of gender equality and women empowerment</p> <p>3.1BMP as a catalyst of advocacy, partnership and knowledge management</p> | <ul style="list-style-type: none"> <li>• Communication and advocacy strategy developed and implemented</li> <li>• Result based evidence from grassroots intervention, generated, documented and shared</li> <br/> <li>• Contributions to policy and advocacy platforms on gender issues improved</li> </ul> | <ul style="list-style-type: none"> <li>✓ Review field experience to identify policy constraints and identify priorities</li> <li>✓ Develop communication and advocacy strategy</li> <li>✓ Document results from regular field programmes and pilot activities</li> <br/> <li>✓ Form learning partnerships, mobilize funds and establish links with</li> <li>✓ research programmes for systematic action research</li> <br/> <li>✓ Pilot and analyze innovative approaches and gender-sensitive research</li> <li>✓ Disseminate information through media, publications, networks and committees across the country</li> <br/> <li>✓ Participate regularly in policy and advocacy forums</li> <li>✓ Prepare and disseminate policy briefs and publications</li> <li>✓ Organize regular briefing/study circle/ dialogue on policy issues among grassroots women</li> <li>✓ Organize national workshops and training events</li> <li>✓ Facilitate networking,</li> <li>✓ Establish Day care</li> </ul> | <p>Relevant programme/ operation's official /members</p> | <p>-short term,</p> <p>-medium term</p> <p>-long term</p> |

| Strategic objectives                  | outputs / Indicators   | Activities  | Responsibility                                    | Timeframe<br>(short term,<br>medium<br>term and<br>long term ) |
|---------------------------------------|--|---|---|--|
|                                       |  | centre/crèche<br>✓ Undertake an institutional assessment of “Rokeya Sadan” for strengthening the existing support provided by the institution.  |   |  |
| 3.2 Institutionalize GE and WE policy | <ul style="list-style-type: none"> <li>• User-friendly Bangla version of GE and WE policy disseminated to all</li> <li>• Core principle of policy is developed and reflected in all relevant policies, programmes and projects</li> </ul> <p>Indicators: no. of committee members are received Bangla version of policy<br/>           - Yearly Action plan developed to implement the policy at all level<br/>           -monitoring and evaluation report of the policy implementation available</p> | <ul style="list-style-type: none"> <li>✓ Policy endorsed by central committee members and Governing body</li> <li>✓ Translate into Bangla</li> <li>✓ Disseminate user friendly policy among the staff/members at all level</li> <li>✓ Make gender policy as integral part of all internal training provided by BMP</li> <li>✓ All policies of the organization developed in consideration of core principles of GE-WE policies</li> </ul> | Relevant programme/ operation’s official /members | Short term   |